United States Army Physical Disability Agency (USAPDA)

"People Always … Mission First"

First Things First!

- **The Army has the responsibility to medically evaluate all Soldiers, whether Active or Reserve**
- **For those that do not meet medical retention standards, they should enter the Physical Disability Evaluation System (PDES) for proper adjudication**

Commander's/Unit Administrator's – Do NOT release Soldiers from mobilization or administratively separate if there are unresolved/documented medical issues; that is NOT Taking Care of the Soldier!

"People Always … Mission First"

USAPDA

The United States Army Physical Disability Agency (USAPDA) manages the Army's PDES and acts on behalf of the Secretary of the Army. USAPDA is a Field Operating Agency of the Army Human Resources Command (HRC) and is headquartered in Washington, DC at Walter Reed Army Medical Center. In addition to the USAPDA HQ at Walter Reed, the agency has three Physical Evaluation Boards (PEBs), located at Walter Reed, Ft. Sam Houston, TX, and Ft. Lewis, WA

Acronyms

- **LOD – Line of Duty**
- **MEB - Medical Evaluation Board**
- **PEB – Physical Evaluation Board**
- **NDRPEB - Non Duty Related PEB**
- **PEBLO - PEB Liaison Officer**
- **PDA - Physical Disability Agency**
- **PDES - Physical Disability Evaluation System**
- **FFD - Fit for Duty**
- **MTF - Medical Treatment Facility**

Purpose of the PDES

- **The Physical Disability Evaluation System (PDES) is used to determine the fitness and applicable disability benefits of Soldiers with duty related impairments.**
- **The PDES is comprised of the Medical Evaluation Board (MEB) and the Physical Evaluation Board (PEB).**

- **Soldiers are referred into the PDES five ways:**
  1) MOS/Medical Retention Board (MMRB)
  2) Reserve Component (RC) nonduty related process
  3) HQDA action
  4) Fitness for duty medical examination
  5) Medical Evaluation Board (MEB)

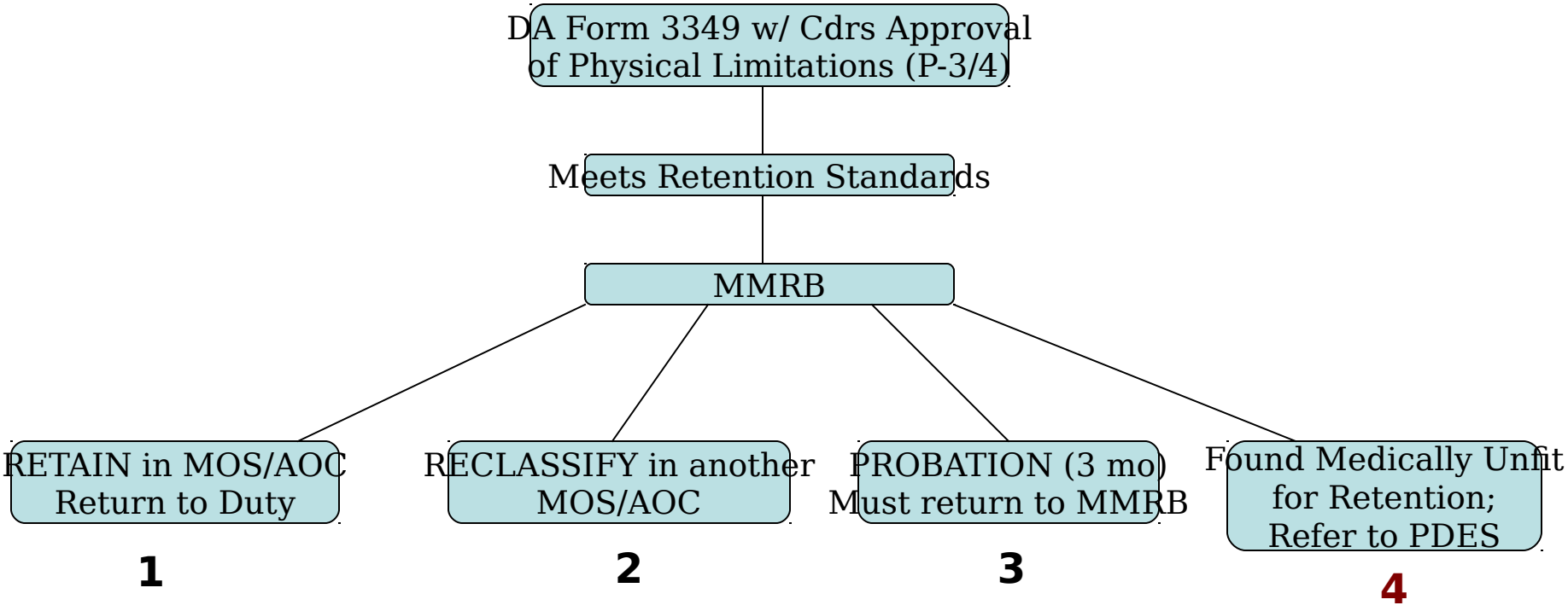
PDES Referral

1) MOS/Medical Retention Board (MMRB)

- **The MMRB is an administrative screening board conducted at the MACOM level, that determines whether Soldiers *who meet medical retention standards** but have permanent "P-3" or "P-4" physical profiles (DA Form 3349) can physically perform their primary military occupational specialty (branch/specialty code for officers) in a worldwide, field environment.**
- **Referral to a MEB/PEB is one of four actions the MMRB Convening Authority (MMRBCA) may direct. When the MMRBCA directs referral to a MEB/PEB, conduct of the board is mandatory.**

Soldiers that don't meet retention standards need to enter PDES via the FFD Evaluation

MOS/Medical Retention Board
MMRB



"People Always ... Mission First"

PDES Referral

2) Reserve Component (RC) nonduty related process: The Department of Defense affords RC Soldiers not on active duty and pending separation for medical disqualification for nonservice-connected impairments the right to a PEB fitness determination. Referral is not mandatory but upon the request of the Soldier.

3) HQDA action: The Commander, Human Resources Command (HRC), upon recommendation of The Surgeon General, may refer a Soldier to the responsible MTF for medical evaluation. The Commander, HRC, may direct referral into the PDES upon disapproving an MMRB convening authority's recommendation to reclassify or branch transfer a Soldier.

PDES Referral

4) Fitness for Duty Medical Examination:
Commanders may (should) refer Soldiers to the MTF for a medical examination when they believe the Soldier has a medical impairment which impacts duty performance. If this examination indicates the Soldier falls below the medical retention standards, the Soldier will generally be referred for MEB/PEB.

5) Medical Evaluation Board (MEB): The MEB validates whether the Soldier meets the medical retention standards. If the Soldier does not meet medical retention standards, the MTF refers the case to the applicable Physical Evaluation Board (PEB) for fitness determination and, if found not fit, determine compensation eligibility and appropriate disposition.

The Physical Evaluation Board (PEB)

- **The PEB makes the decision on fitness by balancing the extent of a Soldier's condition, as shown through objective medical and performance evidence, against the requirements and duties that the Soldier may reasonably be expected to perform in his/her current job skill.**
- **It is important to understand that this is a performance-based system. Simply because a Soldier has a medical condition does not mean that the Soldier cannot continue to serve on active duty or in the Reserve Components.**
- **The PDES relies heavily on the performance data provided by the soldier's immediate *chain of command*.**

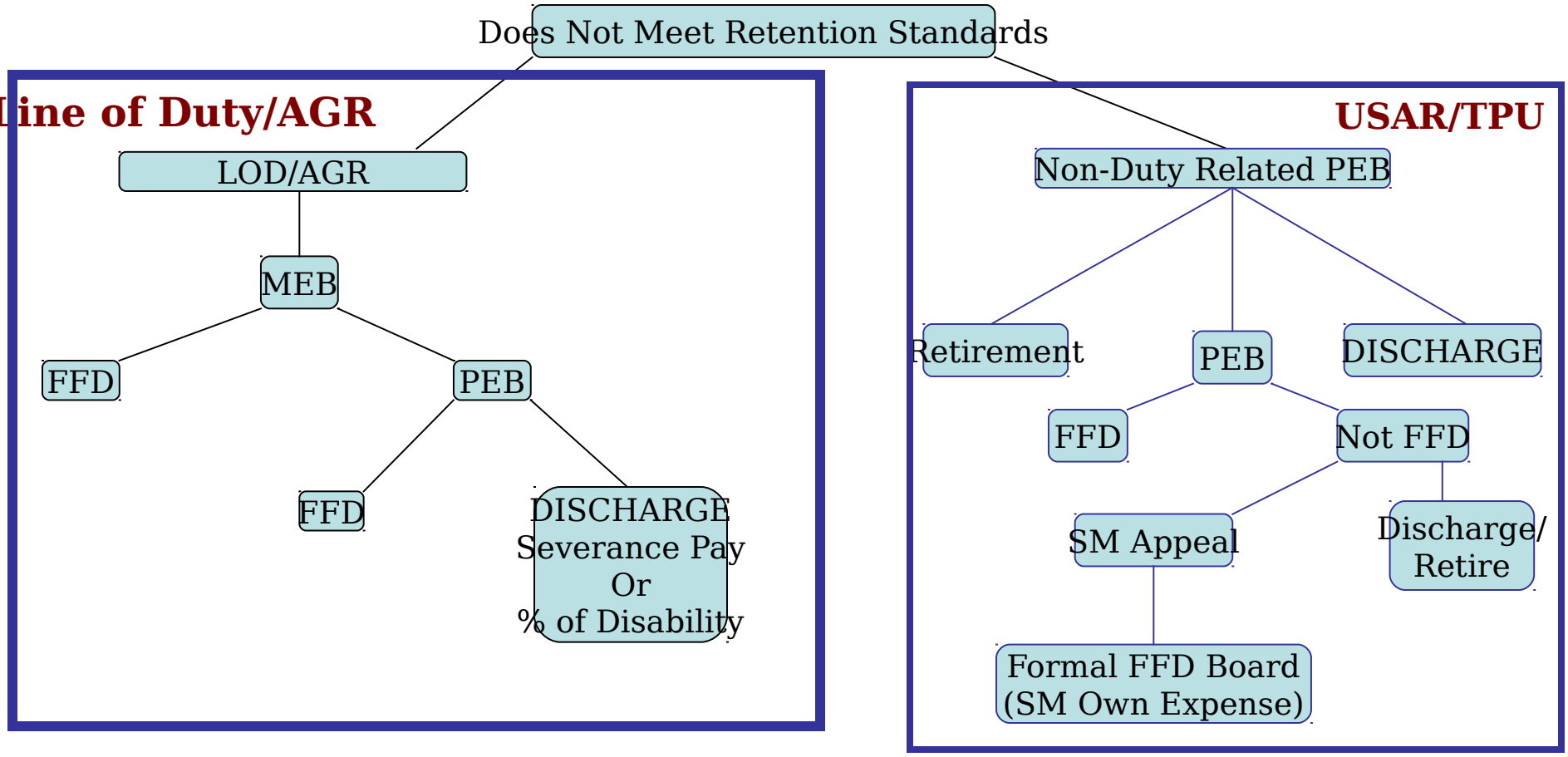
The Physical Evaluation Board (PEB)

- **If the PEB determines that a Soldier is not fit to continue military service, and finds that the Soldier is eligible for disability benefits, the PEB determines the percentage of the Soldier's disability compensation using Department of Defense Directives (DoDD) and Instructions (DoDI), Army Regulations, and current Army policy in conjunction with the Department of Veterans Affairs Schedule for Rating Disabilities (VASRD). <Compensation>**
- **Depending on the severity of the illness or injury, the Soldier receives either permanent or temporary disability retirement or disability severance pay. <Disposition>**

Disability Dispositions

- Separate with Severance Pay (SWSP)
  - 0% - 20% rating and less than 20 years service
- Separate without Benefits (SWOB)
  - Not in Line of Duty; or
  - Existed prior to service & not service aggravated
  - If less than 8 years active service
- Permanent Disability Retirement (PDR)
  - 20 years of service; or
  - 30% or higher rating
- Temporary Disability Retirement List (TDRL)
  - PDR eligible AND the disability is not stable for rating
  - 5 year tenure max
  - Periodic re-exams (18 months)

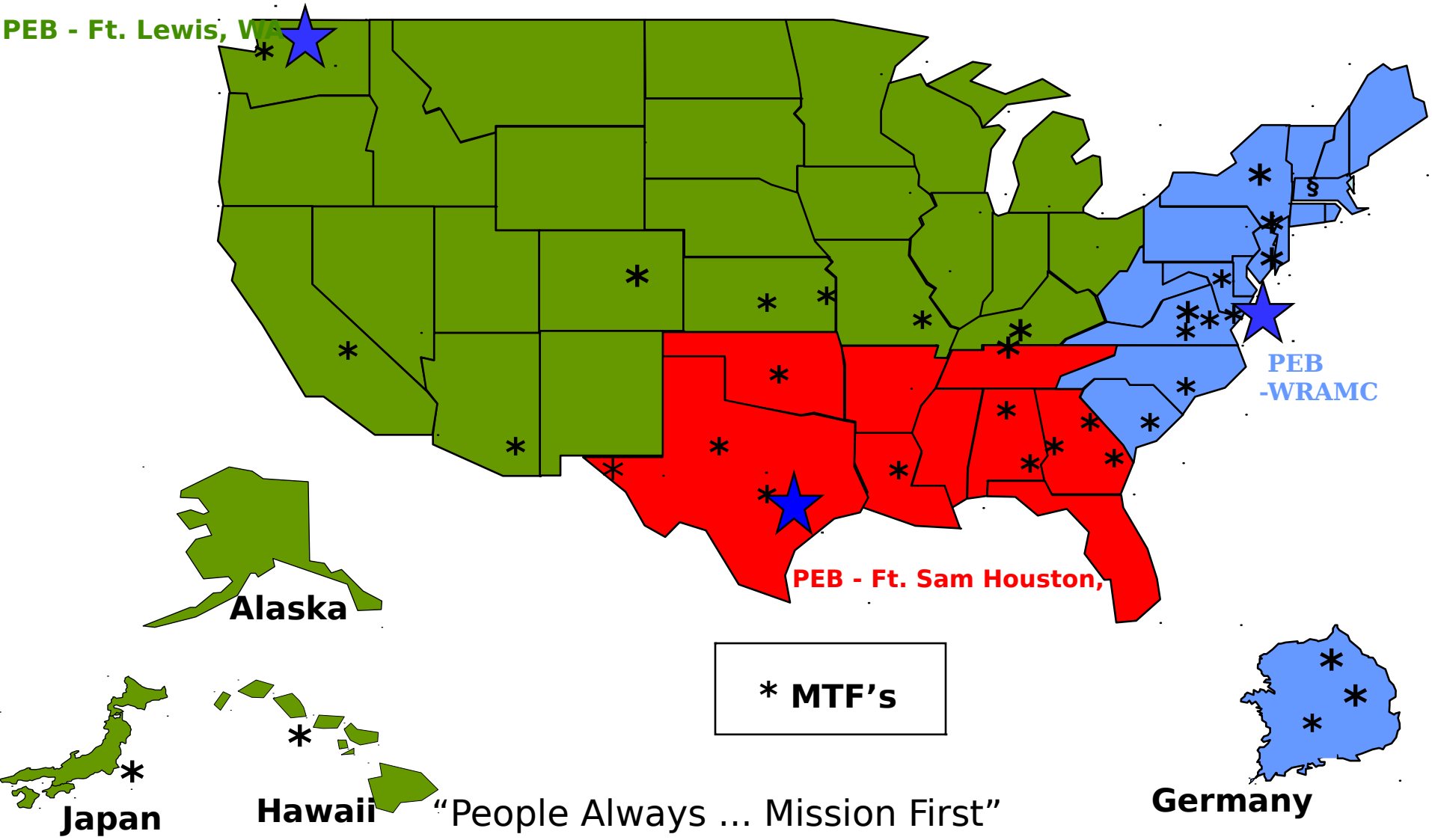
AGR and USAR/TPU Scenario



"People Always ... Mission First"

US Army Physical Disability Agency

Medical Treatment Facility (MTF) and PEB Alignment



"People Always ... Mission First"

What the Soldier Can and Cannot Do While Pending Medical Board Action

Can:

ttend Annual Training at Commander's Discret

ONTINUE TO ATTEND BATTLE ASSSEMBLIES

Cannot:

1.Attend Service Schools or reenlist

2.Cannot Deploy or PCS/Retire

"People Always … Mission First"

What You Can Do To Help

Commanders must be familiar with the purpose of the PDES !!

- Ensure that physical defects impacting on the soldier's performance of duty are reflected in evaluation reports

- Refer soldiers for a medical evaluation when they are believed to be unable to perform their duties

- Provide information, statements and records on soldiers of their command being processed in the PDES

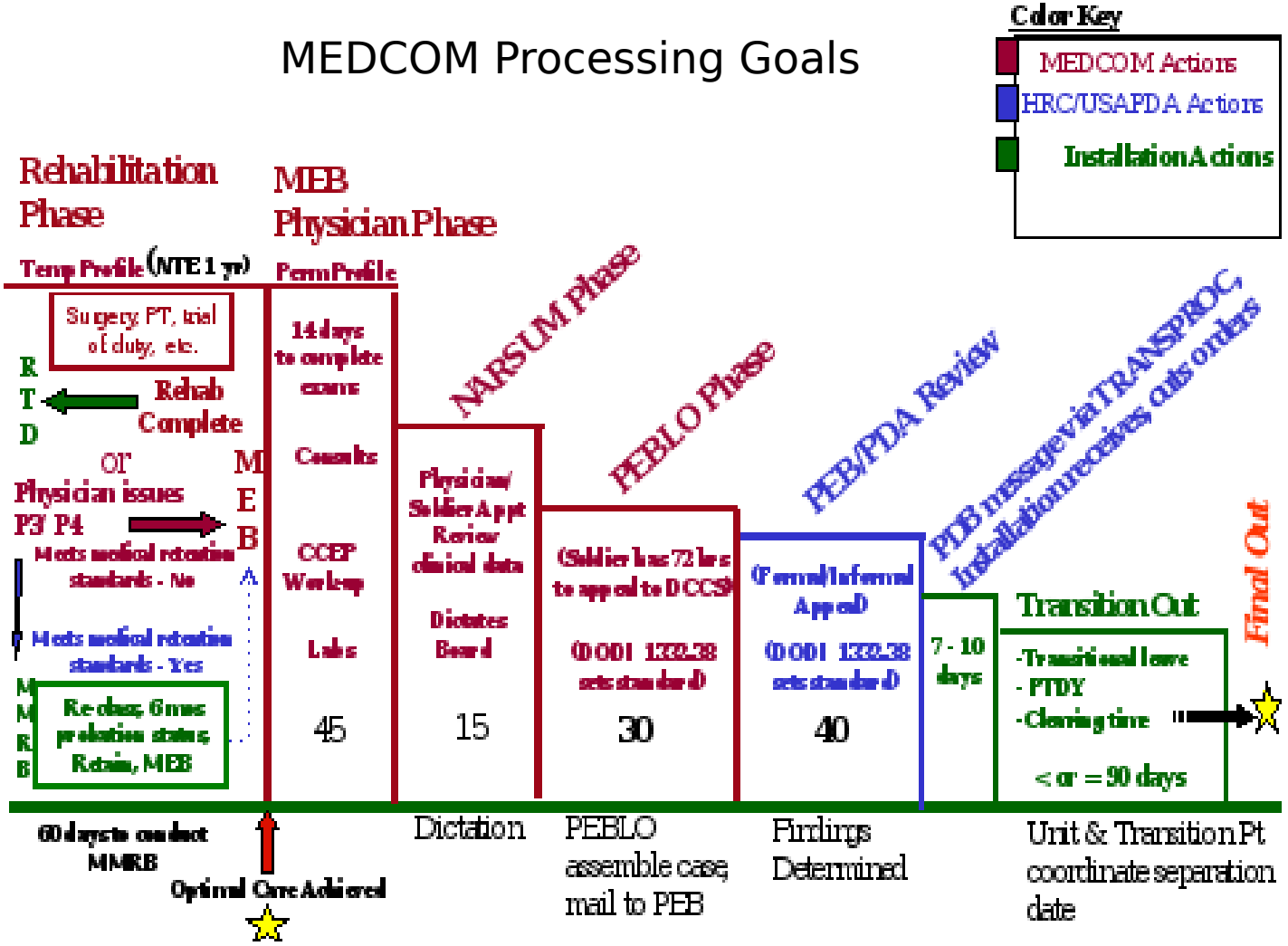
Use our website:

www.hrc.army.mil/site/Active/TAGD/Pda/pdapage.htm

Total Physical Disability System

(MMRB - MEB – PEB – PDA – Orders)

MEDCOM Processing Goals



"People Always ... Mission First"

References

AR 40-501: Standards of Medical Fitness

AR 600-60: Physical Performance Evaluation System

AR 635-40: Physical Evaluation for Retention, Retirement, or Separation

Weblinks

For additional guidance and detailed information, to include additional PowerPoint presentations, please visit our website,

USAPDA - www.hrc.army.mil/site/Active/TAGD/Pda/pdapage.htm

US Army and VA Disposition

- **Army rates only conditions determined to be physically unfitting, compensating for the loss of a military career**
- **VA may rate any service-connected impairment, thus compensating for loss of civilian employability**
- **Army ratings are permanent upon final disposition**
- **VA rating may fluctuate with time, depending upon the progress of the condition**
- **Army disability compensation is affected by years of service and basic pay**
- **VA compensation is a flat amount based upon the percentage of rating received.**

US Army Physical Disability Agency

COL Gail Gerding
Reserve Component Advisor
(202) 782-1925 DSN 662-1925
Email: gail.gerding@amedd.army.mil

LTC Michael Dekle
RC Human Resources/Health Services Officer
(202)782-4564 DSN 662-4564
Email: michael.dekle@amedd.army.mil

USAPDA Website
https://www.perscom.army.mil/tagd/pda/pdapage.htm

"People Always ... Mission First"